

PERMANENT REFERENCE

**Relationship between Leadership Style and Managerial Performance
in Private Sector Organization in Batticaloa District**

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ABSTRACT

Manager's leadership style refers to the more or less consistent patterns of thinking, feeling, and behaving that characterize the way in which manager deal with people and situation in a management context. Leadership style is one of the strongest tools for the best managerial performance. Although, it would be convenient if managers had a single, unchanging style under all circumstances, it is properly the opposite: managers have an average of three leadership styles, style and how it is applied varies over time with maturity and personal development, and leadership style may be applied differently across different contingencies or situation.

The principal objective of the study is identifying the relationship between leadership styles and managerial performance and increase understanding of behaviors and practices associated with effective leadership in a variety of situations.

The relationship of the leadership style and managerial performance in the private sector organizations in Batticaloa district are analyzed in this study. Among the population 35 sample were selected from the private sector organization in Batticaloa district. A structure questionnaire followed by personal interviews with selected respondent are the primary source of data collection. Questionnaire was constructed based on the variables. The independent variables are autocratic leadership style, democratic leadership style and participative leadership style. The dependent variable is managerial performance.

On the basis of the research, the results are as follows: the research determined that there is a significant relationship between leadership styles and managerial performance: the effective leadership style is participation. According to the results, the private sector managers perceive that their leadership styles contribute substantially to their managerial performance.

TABLE OF CONTENTS

ACKNOWLEDGEMENT	i
ABSTRACT	ii
TABLE OF CONTENTS	iii
LIST OF TABLES	v
LIST OF FIGURE	vi
CHAPTER 1 INTRODUCTION	01
1.1 Introduction	01
1.2 Problem Statement	01
1.3 Objective of the Study	02
1.4 Significant of the Study	02
1.5 Conceptualization	03
1.6 Methodology and Data Evaluation	04
1.7 Limitations	05
1.8 Out line of the Chapters	05
CHAPTER 2 LITERATURE REVIEW	06
2.1 Introduction	06
2.2 Leadership	06
2.3 Approaches of Leadership	07
2.3.1 Traits Approach	07
2.3.2 Behavioral Approach	08
2.3.2.1 Task Performance	09
2.3.2.2 Participation in Decision Making	09
2.3.3 Situational Approach	10
2.4 Leadership Styles	11
2.4.1 Autocratic Leadership Style	11
2.4.2 Democratic Leadership Style	11
2.4.3 Participative Leadership Style	12

2.5	Activities of Successful Managers	12
2.5.1	Planning and Coordinating	12
2.5.2	Staffing and Training	13
2.5.3	Decision Making and Problem Solving	13
2.5.4	Communication	14
2.5.5	Monitoring and Controlling	14
2.5.6	Motivating and Reinforcing	15
2.5.7	Disciplining and Punishing	15
2.5.8	Managing Conflict	16
2.5.9	Interacting with Outsiders	16
2.6	Performance Management	16
2.6.1	The Approach to Managing Performance	18
2.6.2	What Managers can do about Managerial Performance	18
2.6.3	Performance appraisal and performance management	19
CHAPTER 3	DATA PRESENTATION AND ANALYSIS	20
3.1	Research information	20
3.2	Manager's perception on leadership	20
CHAPETER 4	CONCLUSION AND RECOMMENDATIONS	37
4.1	Conclusion	37
4.2	Recommendations	38
REFERENCES		39
APPENDIX		40